



Developing a Diversity, Equity and Inclusion Plan for Morgan Hill

**City Council Meeting
June 2, 2021**

RECOMMENDATION



In early 2021, City Council added “Enhancing Equity, Diversity, and Inclusiveness” to the City Council ongoing priorities.

The Council also asked staff to bring back a conversation around Diversity, Equity, and Inclusion.

Recommendation: Receive report and provide direction on framework for Diversity, Equity, and Inclusion (DEI) work program.



DEI Principles



1. Collaborate
2. Understand
3. Learn
4. Reflect
5. Reach Out
6. Communicate
7. Empower
8. Include
9. Respect
10. Amplify



WHY DEI

National reawakening to racial injustice & inequity.

Morgan Hill has also experienced some hate crimes.

Morgan Hill has expressed a commitment to be a welcoming, inclusive and safe community for all.

Opportunity to advance racial equity and improve diversity and inclusion...AND improve policies programs and practices that better the organization and lifts the community.



DEVELOPING THE FRAMEWORK

1. What are we solving for?
Goal?
2. City-focused effort or
community wide?
3. Engagement—what
does it look like? How
formal?
4. Expectations—time,
resources, outcomes



Steps

1. Begin conversation
2. Begin data gathering (audit)
3. Create group to support effort
4. Begin conversation – transparency and inclusivity is key
5. Create Framework
6. Develop City-focused Plan



Audit

Workforce
Leadership
Reputation
Commissions
Documents
Services
Training



Possible Outcomes:

Proclamation

Plan (Objectives)

HR DEI Policies

- EEO Policies
- Non-Discrimination Policies
- No Harassment Policies
- Sexual Harassment & Other Policies

Internal/External Working Groups

Training

Data/Surveys, Diversity Dashboard

Communications

Assessment of Services and Funds

Awareness of Health, Wellness, etc.



COMMUNITY



Identify
organizations that
serve community

Understand
challenges facing
populations

Survey:

1. Do you experience a sense of belonging?
2. In what areas do you see improvement for DEI?
3. What barriers or roadblocks does your community face?
4. What are the obstacles in the workplace?
5. Do people feel safe?
6. Do people feel knowledgeable of systems and process?
7. What public services are lacking?



Meyer Spectrum Tool



- ☐ DEI Vision
- ☐ Commitment
- ☐ Leadership
- ☐ Policies
- ☐ Infrastructure
- ☐ Training

- ☐ Diversity
- ☐ Data
- ☐ Community
- ☐ Decisions
- ☐ Accountability
- ☐ Inclusion

Not
Started



Launched



Underway

POTENTIAL FRAMEWORK

Internal Process

- Perform Audit of resources and practices
- Begin conversation around DEI vision and values
- Conduct a Racial Equity Assessment

Public Engagement

- Invite community partners to engage in DEI conversation
- Conduct listening sessions
- Reconcile inconsistencies between vision and community reality

Implementation

- Develop DEI Strategic Plan
- Integrate racial equity into City's strategic plans or policies
- Implement a Racial Equity Tool in routine decision making

QUESTIONS?



CITY OF MORGAN HILL